



The Flag and Whistle
Newsletter of the South Bay Soccer Referee Association
Serving the Soccer Community since 1976



Written by: Jonny Joseph
Edited by: Alan Siegel

April 2025

Notes from the Board

Referee Match Fees

It has come to our attention recently that we lost a customer, and a proposal we submitted was declined, due to these customers retaining referees for fees lower than our customary fees for similar age, duration and intensity games.

As independent contractors, we all are entitled to accept games wherever offered to us and on whatever terms are presented to us. Everyone understands and acknowledges that fact of our lives. However, as an Association we strive to improve the working conditions for our members and for all referees in Southern California. Remember a rising tide raises all ships. Yet, often we are aware that our members are accepting games offered to them at rates below those for similar games offered to us by the Association.

This hugely undermines our attempts to improve our earnings, hurts all referees and, perhaps most importantly, hurts ourselves the most.

Accordingly, we plead with all members – PLEASE DO NOT ACCEPT GAMES THAT ARE OFFERED TO YOU AT RATES BELOW THOSE IN OUR FEE SCHEDULES!

Member-At-Large

David Martin will be moving out of town soon so this Board position will become vacant. Per our bylaws, an election must be held to fill it. The Member-at-Large is the members' representative on the Board and plays a significant role with the management and processing of Supplemental Reports. Anyone who is interested in contributing to our association in this capacity is encouraged to contact Jonny to discuss the job description, role expectations and their interest in serving.

Our bylaws provide "If an office becomes vacant, a replacement shall be elected for the remainder of the term at the next MEMBERSHIP MEETING under the same conditions as in effect for an AGM election."

Accordingly, nominations will be invited at our April Membership Meeting and an election will be conducted to fill this position through June 30, 2026.

Professional Appearance

Recently we have noticed non-compliance with uniform standards amongst our membership, most notably:

- Long-sleeve undershirts are unacceptable under short-sleeve referee shirts
- The only acceptable socks are black with two stripes in the ankle area
- Faded shorts and socks, not quite black anymore.

Board of Directors

President: Jonny Joseph

Vice-President: Steve Morgan

Secretary: Kiku Annon

Treasurer: Bruce Ashton

Member-At-Large: David Martin

Assignor: Gabriel Goldsman



Jersey Badges

Jersey badges – we have 4 alternatives:

- USSF Soccer
- USSF Futsal
- SBSRA
- CSL “5 Star Referee” (for CSL games only)

Please ensure you wear the correct one for each game. As a general rule, most youth games will require a USSF badge (current year or next year badges only) and most adult games (excluding South Bay Sports 11v11 and 7v7 which are USSF affiliated games) will require an SBSRA badge.

League Rules

Please be reminded to visit each league’s dedicated page on our website which can be found at <https://www.sbsra.org/competitions> before going to the fields to officiate their games. If you have any questions about a league, please check the website before asking an assignor or anyone else.

A variety of problems on and off the pitch occur when members are not familiar with the rules of the league in which they officiate and are easily avoided with just a few minutes of research on our part.

In particular, South Bay Peninsula Soccer League (SBPSL) requests that we emphasize the following:

Check In:

- Before the match can begin, each team must provide a completed team sheet including the **full name of each player**
- Each player or team official must present you with their player ID when checking in individually. The player ID includes their team name, player name and photo – see examples here (https://sbsra.org/SBPSL_Cards). Make sure that all IDs match their appearance, jersey number, team name and the match report.
- **NO ID = NO PLAY– There are No Player Check-in Exceptions. No guest players, no substituting driver’s licenses for SBPSL ID cards, etc.** (other than on a limited basis, from time to time).
- Count the number of players, number of ID cards and names checked on the match reports to ensure consistency.
- Others (i.e., spectators) may not be in the bench/substitutes area.

ALL GAMES - Collect the game fees in cash only, before or at check-in. No Venmo, Zelle, Bitcoin, etc.

During the Game:

- We need to strictly enforce the league’s “no-bad-language” rule. Use basic sense, if the player mutters it under his breath, simply remind him to be careful not to say it any louder. If it can be heard 20 – 30 yards away, it likely deserves a caution (Yellow card) and if it is directed at anyone it deserves a Red Card.



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- They want fouls to be called. Let's give them what they want unless it is a promising attack, close to goal, etc., when you might consider applying the Advantage provisions in the Powers and Duties of Law 5.

After the Game:

- When completing the match reports, please ensure you complete the section concerning field conditions - missing corner flags, issues with goals or nets, etc.
- Ensure all players'/managers' cards are returned, except for sent off players. The cards for sent off players/managers need to be mailed to the league. The address is on the match reports.
- Take a scan of the match reports, which will be clearer than taking a picture. If you don't know how to scan, please ask a board member for help.
- The scanned match report must be emailed to John Moody (jmomoods@verizon.net) by Monday morning, **with the Member-at-Large** (member.at.large@sbsra.org) **copied**, so he knows it has been sent. Always ensure the MAL is copied on your email or he will follow up with you to verify your report was sent. **Ensure you have the correct email address before hitting "SEND."**
- Any supplemental reports must be sent to the Assignor, **not to the league**, as soon as possible, but within 24 hours of the match (**applies to all leagues**).

Also, please be reminded for all leagues:

- The USSF Supplemental Report contains the following list of events requiring the completion of this report:
 - dismissal of team officials,
 - sending-off offenses,
 - serious injuries,
 - game abandonment or other substantial occurrences.

Please remember to **use your LOTG book** to use the correct technical language and to text the applicable assignor immediately after the game so they know to expect your report.

- Many (most, all?) of us think we can officiate at the World Cup. However, EVERY game deserves a good referee. I know many (most, all?) of us want the upper-level games every week. That is simply not possible. Each week there are more referees in our Association that can manage these games very well than there are games at this level. As members of the Association, we all need to be willing to officiate the lower-level games also. Try them, you may just have fun!

New Member Incentive Program

Remember, we have a New Member Incentive program whereby you can enjoy a 50% discount of your annual membership dues payable for any new member you recruit when they pay for their second year of membership. We are anticipating a very busy fall season. With huge demand (of many games) we need additional supply (of referees). **Please note the incentive will be 50% of the returning dues for 2025-2026.**

We created a flyer (https://sbsra.org/Ref_Recruiting_Poster) for us to hand out at the fields. These are also available on our website. Print them out, insert your information at the bottom of the flyer (so you get credit from the Association) and take them with you to the fields to hand out.

Cal South Female Referee Initiative



At the time that Cal South's Referee Committee created its "Female Development Initiative," which is dedicated to the female referee who is seeking support or to advance her referee license, approximately 10% the SBSRA membership was comprised of female referees. Given that approximately 50% of our games are girls' games, this provides us with an opportunity for significant growth in numbers.

With this program being focused on female referees, Cal South is hosting a series of instruction dedicated to females in the referee community via Zoom (and some in person), along with mentoring sessions during State/National cup and other local tournaments. **Please take advantage of these opportunities!**

Their hope is that the participants in the program will share what they have learned with their association and inspire not only other female referees, but everyone in their association.

So, female members in our association (of all ages and experience levels), please be aware of the program [application form link](#).

With your support, Cal South feels they will have the best female referee program in the nation. If you have any questions, please contact Penny Rehm (prehm@calsouth.com) or (951) 315 5023.

Professionalism

Match Reports

Our referee duties do not end when we blow the final whistle. We usually need to complete a match report. This is mostly in the form of a printed document provided by team managers or coaches. We need to be aware of the different league requirements and ensure we comply with them.

In particular:

- In cases which require misconduct reports, members are reminded to send the misconduct reports to the applicable assignor and **not to the applicable league**.

For more details about the completion of any match reports and the reporting requirements for our leagues, please visit our Competitions page at <https://sbsra.org/competitions> and see further details below.

While the importance of every one of these reports cannot be emphasized strongly enough, we have experienced another level of seriousness for their proper completion in the past. For example, following an adult game, a sent off player returned after the game and struck an opponent. The referee on the game was contacted by a police detective who requested "any information regarding the involved players, including any notes or any US Soccer Federation Referee Reports."



Availability and Blocks

All members have an obligation to minimize the number of times we decline games after we are assigned.

As independent contractors, we are entitled to accept assignments wherever we can get them. However, in fairness to all assignors, Gabriel and Veto here, and others elsewhere, we are all requested to block the days that we are unavailable to the applicable assignor(s) ahead of time.

Choosing which association/league/organization we want to work for on specific days is perfectly fine. However, waiting to see which games you are assigned and then declining the less favorable ones is simply **not acceptable** to any of the assignors.

The extra work it creates for the assignor is more than most of us can imagine. **Please block ahead of time!**

Honesty

Our assignors' jobs are complex, and they spend a significant amount of time assigning games each week. Periodically, we have members turning back games (declining after receiving the assignment) for various reasons. A common reason is games from another assignor that the member prefers. In many of these cases, we learn about the other assignments and know that any reason given for turning back our association's games is not the truth!

This is not acceptable. Please pick up the phone and call the assignor to discuss your situation. They will work with you to make you happy and will not deny you the opportunity to referee a "better game," if possible.

Supplemental Reports

Due to ongoing challenges, we continue to provide the following guidance for all members: Please be reminded that whenever we have serious situations, a supplemental report is required:

- The **USSF Supplemental Referee Report form (both pages)**, on the SBSRA website, must be downloaded and completed, referring to the **IFAB LOTG** for **proper terminology** to use
- **Misconduct Codes** may be found in "U.S. Soccer Federation Referee Program Report Codes for Cautionable and Sending-Off Offenses" at <https://sbsra.org/report-codes>.
- The report is required to be prepared ASAP, **within 24 hours** for **all serious situations**, including:
 - **Red cards** (for all reasons prescribed by IFAB including a second caution)
 - **Serious injuries** (paramedics called, player taken to emergency room/hospital), attended to by the trainer
 - **League requirements, or**
 - **Game terminations, other serious incidents, etc.**



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- Take a **copy/picture of the Match Report** and, if applicable, player or team representative cards to assist you with preparing the USSF Supplemental Referee Report later
- Use **simple language** and include the **facts of the incident** only:
 - **When** – date and time, point in the match
 - **Where** – venue and specific location on the field
 - **Who** was involved? The player's name, number and team; and
 - **What** happened? Don't speculate on what caused it, just note what you sawNote, there is no "**Why**." It is not our job to speculate on why someone did what they did, and we should not include a diagnosis of the injury, even if we have the ability to do so.
- **Do not use abbreviations**, only use **language in the Laws of the Game** to describe the applicable misconduct
- **Call the applicable Assignor and/or send him a text**, immediately after any game that requires a supplemental report, to alert him a report is coming and so he is informed if/when the league calls him
- **Submit the supplemental report** to the applicable Assignor (who assigned the game) who will review the report and possibly suggest edits. **Referees - do not submit supplemental reports directly to the applicable league**
- Following submission of the incident report to the applicable assignor, please call him/her to ensure it has been received if you have not received an **acknowledgement of receipt within 2 hours**
- **Following review and approval** of the report by the Assignor, the **Assignor submits the final report** to the applicable league
- **If you have kept ID cards** (which is only required in limited cases for red cards), the card(s), together with copies of the match report and supplemental report must be sent to the applicable league administrator **by the end of the first business day (likely Monday)** following the game
- The **importance of this process** cannot be stressed strongly enough! These reports are really needed by the leagues and everything we do needs to **reflect on our professionalism** as individuals and as a referee association

At the July 2023 Membership Meeting, we went through two supplemental reports – the original draft submitted, and the final report sent to the league after edits were made with the assistance of certain Board Members. To assist members further, we have added these sample reports to our website (<https://sbsra.org/laws>) – one how not to do it and on which is more concise but contains all of the necessary information that we should provide most leagues. If you have any questions or need further guidance, please contact our [Member-at-Large](#) who would be happy to spend time with you to assist with this very important function.

Training Opportunities

The following training opportunities are coming up and all members are encouraged to attend as many of these as you are able.

You may sign up at any time for [all future Cal South courses](#) at no cost.



CORE Training at North High

The next CORE training session at North High is scheduled for 7:00pm on May 13, 2025, in the cafeteria (indoor only).

What is CORE?

Center of Referee Excellence (CORE) is a program established by the Cal South State Referee Committee (SRC). It is open to all USSF certified referees. It primarily consists of lectured meetings for referees who are ambitious to rise to the elite level of Cal South refereeing or just want to be better on the field.

Referees attending this event are expected to come prepared with items customarily taken to the field on match days (i.e., whistle, cards, flags) as well as material for classroom (i.e., current IFAB Laws of the Game, Considerations for Match Analysis, paper and pen).

While these training sessions are for referee self-development, please note that Regional or Grassroots Elite certification or recertification require referees to attend at least 5 CORE trainings per year. The same requirement applies to instructors and assessors.

In addition, to become a full member of SBSRA, all members are required to attend one CORE training to be exposed to this wonderful program and opportunity to enhance one's skills and learning.

Novice Referee Training at North High

Do you want a half year's reduction in **SBSRA membership dues**? Do you know of anyone who wants to be a referee? Please let them know of the next opportunity to attend Cal South's next New Referee Training at North High School at the same time as the CORE training each month.

Ensure they include your name on their SBSRA New Member Application, which you can download from <https://sbsra.org/association/nma/> so you can benefit from our New Member Incentive (NMI) program. **Please note the incentive is 50% of the annual dues for 2025-2026.**



New SBSRA Member Training

This training is required for all new SBSRA members to become full members of our association. All referees, both those new to refereeing and those with prior referee experience are required to attend so we can share all the details of how to maximize your enjoyment and experience as a referee in **our organization**. The next New Member Training will be scheduled before the May Monthly Membership meeting at 5:33pm in the cafeteria.

In addition, under the leadership of our assignor, Gabriel, we launched a new referees' training program to provide all new members with the knowledge and confidence to begin their refereeing career. The vast majority of new members may not be assigned to games until they have completed this training.

Cal South Monthly In-Service Webinar

[CLICK HERE TO REGISTER FOR OR TO VIEW THESE WEBINARS](#)

Please be reminded that after viewing the presentation, live or recorded, one must take the Review (Quiz) to receive In-Service Training credit.

Other Cal South Offerings

Candidates need to register for selected courses on the [Cal South Referee Website](#) under the “Classes & Clinics offered” tab.

Two Person (Whistle) Referee System

IFAB and USSF prohibit the use of the two-person referee system. While many of us may use this system for high school and middle school games, it may not be used in any USSF-sanctioned games that we do. If you have any doubt, please **DO NOT USE THE TWO-PERSON REFEREE SYSTEM** unless you have been assigned by one of our Assignors to be on a two-person referee crew.

For games assigned with a **TWO-PERSON REFEREE CREW** for **non-USSF-sanctioned games**, please honor the assignment regardless of what your assigned partner may say. If there is an issue, please contact the appropriate assignor, Gabriel (weekend games), Veto (weekday games) immediately.



Monthly Referee Quick Tip

Risk and Reward – consider both when faced with a choice of decisions to be made.

Every day in life, we are faced with choices and referees on the field are no different. Sometimes, the choices are clear and other times they may be 50/50. One example we often face on the field is when the ball goes out of play and none of the referees are sure who touched the ball last and therefore, which team should perform the restart.

In the case of the ball going out over the goal line, not within the goal frame, and we are not sure who touched the ball last, our decision will result in:

- A goal kick, or
- A corner kick.

Within a very short time, a corner kick could result in a goal, without a similar ramification from a goal kick. So the risk of awarding a corner kick is higher if the decision was incorrect. Similarly for a throw in – if awarded to the attacking team, the risk is higher that this team will score within a short time than the defending team will if the throw in is awarded to the defending team.

We are faced with decisions as to whether a foul has been committed in our games. Again, the decision likely will have less impact when the free kick is given to the defending team than if the free kick is given to the attacking team. Bear this in mind when the foul might be soft or less obvious, in addition to match control opportunities.

Do you have a quick tip to share? Please email it to president@sbsra.org.

From the Office of the Treasurer

Please be reminded:

- **Home/Mailing Address Changes** - Provide the Treasurer with your change of address at the same time that you make the change in Arbiter,
- **Checks** - Please cash these in a timely manner,
- **Forfeits** - Notify the applicable Assignor and the Treasurer within 24 hours of forfeited games. This way we can ensure the applicable league is billed for the ref fees that would have been paid on the field and that the referees are paid the fees owed to them,
- **W-9 form** – Every member is required by Federal law to provide a W-9 form (<https://www.irs.gov/pub/irs-pdf/fw9.pdf>) to the Treasurer. We are required to keep these forms for at least 7 years after you cease to be a member. Simply providing your SSN is not sufficient. Please cooperate so as not to place your Treasurer and the Association in jeopardy.



Referee Match Fees

The latest updated referee fee schedules are posted on our website at <https://sbsra.org/game-fees>. It is a best practice to:

- 1) Print a copy to have with you at games, in case there is a dispute with team managers and/or coaches, and
- 2) Visit the website periodically to check for updates,

Monthly Membership Meetings

To maintain our high standards of refereeing, the Association provides two vehicles to share information and instruction with our members – this *Flag & Whistle* monthly newsletter and our monthly membership meetings. Please try to attend the meeting and read the newsletter every month - this is how we share important information with all of our members.

Approval of Minutes

Included below are the General Membership Meeting Minutes for the most recent meeting for approval by the Membership at our next meeting.

Next Meeting

Our next Monthly Membership Meeting is on **Tuesday, April 29, 2025, starting at 7:03pm** at North High School **in the cafeteria**. We look forward to seeing you there!

The Final Word

“What it takes to be a good referee:

- Honesty
- Respect
- Effort
- Responsibility
- Perseverance
- Courage
- Self-Discipline
- Truthfulness
- Fairness
- Resilience
- Patience”

(Cesar Arturo Ramos)



SBSRA General Membership Meeting Minutes Tuesday, March 25, 2025

March 25, 2025

1. Call to order at 7:03 pm
2. Approval of February 2025 Meeting Minutes, Motion by Steve Brandon, seconded by Dave Martin, approved by acclamation
3. Monthly Training – Chris Nevil – Just Between Us Referees...Pet Peeves of Referees (about other referees):
 - a) Definition of “Pet” and “Peeves” – how do these things hurt us?
 - b) We cherish the beautiful game, working together, camaraderie, having a solid reputation as an organization.
 - c) We don’t like it when we have lapses in communication, professionalism or don’t try our best.
 - d) Purpose of presentation is to make us better!
 - e) Before the match day:
 - i. know the rules of the game you are doing,
 - ii. having partners show up too close to game time or late (assuming no circumstances that could cause it),
 - iii. partners need to respond to communication from each other (also on match day),
 - f) Match day - pregame:
 - i. Referee teammates showing up later than 30 minutes before kickoff and NOT calling to let us know, not apologizing, assuming others have taken care of pre-game requirements and acting casually!
 - ii. Referee teammates not responding to texts or phone calls or texting me when I am en-route and cannot read as I am driving!
 - iii. please wear a clean and relatively nice uniform with three colors available. Black, not brown, shorts and caps (with no logos!),
 - iv. a referee pre-game meeting and conversation with coaches is a must!
 - v. being told by the CR to not call anything at all as an AR,
 - vi. follow your own pre-game instructions, e.g., CR look at the ARs!
 - vii. please inspect the goals and nets,
 - viii. ensure an unobstructed sideline,
 - ix. don’t overuse your whistle or cards (for trifling situations),
 - x. discourage players being overly familiar, referees calling players “son” may not work,
 - xi. you are a team, don’t air dirty laundry in public,
 - xii. resist using cell phones at half-time or between games unless absolutely necessary. Talk to your teammates about the game!
 - xiii. continuing to engage with players or coaches after cautioning (showing yellow card) invites additional issues,
 - xiv. insistent referee v assistant referee,
 - xv. safety of players is always most important, PROTECT THE PLAYERS!
 - xvi. don’t let players get in the way of or delay restarts,
 - xvii. play advantage as the game needs it but not too much (better to call the foul in the defensive half of the field),



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- xviii. be the AR you want when you are the referee,
- xix. not our job to handle the balls during the game,
- xx. handle the sidelines so we all don't have to do it next time,
- xxi. keep your eyes on the field, not the cute spectators!
- g) After the game:
 - i. Not leaving together, leave as a team if at all possible.
- 4. Treasurer's Report:
 - a) Address Changes – please send email or some notification to Bruce
 - b) Checks for games – mailed in past few days and please cash them right away
- 5. President's Report
 - a) Board Meeting – February 2025:
 - i. Fire Donations – Thank you to the Membership that generously donated. We have some funds left over as more was donated than was disbursed. A donations fund will be set up with the balance to be available for future use.
 - ii. SBSRA Coins – We are moving forward with an order for a new association coin which we think the members will like.
 - iii. Stipend for non-compensated Board Members – By-law change will be proposed for certain board members to be compensated with a resulting increase in membership dues. However, our dues will still be comparable to those of other similar associations as we have had decreases for most of the past 5 years. The association is similar to a business now with over half a million dollars in annual revenue.
 - iv. March Insurance renewal – We have two liability insurance policies that cover our referees – one that runs from March – March (vast majority of members) and the other from September – September (approximately 22 members).

The insurance underwriter requires that all insured referees be named individually, and full premium is payable no matter when new referees are added. We will update the coverage to a single period in September once we have the majority of returning member applications approved.

- v. Required Review of League Rules before assignments – a member turned in a very incomplete report for a PSL game and emailed the reports to the assignor instead of the league and the MAL. It is a problem when referees do not check the rules and reporting requirements before their games, especially when the rules change. We have also had cases of members not being familiar with or prepared for electronic match reports and check-ins with the necessary apps or websites

Post Match Comments – JJ had a nasty comment made by a team manager towards him after a set of matches for one club. He reported it to the league and the club, both of whom were very receptive and thankful, promising to take action. We implore our referees to not tolerate being insulted at any time and must report these types of incidents to the applicable club and league. Best practice is to simply do what we need to do for the paperwork and that is all. However, it is important to properly deal



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with dissent etc., during the game so that referees are, if not thanked, at least not stomped all over.

- ii. By-Law change – the Board agreed to propose a bylaw amendment that the Treasurer be an annually Board-appointed position due to the special nature of the job. Also to make official the duties that the secretary currently does.
 - b) New Member Introductions – Danny Lopez, Jocelyn Niusuamaile, Antoine Ivchenko
6. Vice President's Report
- a) ROL Update and SafeSport – 165 on Roster, 143 or so on the ROL
7. Secretary's Report
- a) SBSRA Membership Report
 - i. Total Members = 167
 - ii. Number of new members added this month = 2
8. Assignor's Report:
- a) Cal South Update – More and more games are now on the schedule
 - b) Games Expectations – EA, ECNL, SBPSL, YMCA currently are very active!
 - c) CORE Training – Tuesday, April 8, 2025, New USSF Abuse Prevention Program, all SBSRA Members are encouraged to attend - STRONGLY!
9. Member-At-Large Report – Reports have been coming in mostly on time, please send in supplemental reports **within 18 hours**.
10. Other Business – none
11. Meeting adjourned at 8:18pm